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D R A F T
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VB

Retirement

1. Effective [] selected members of the CIA Career Staff will be transferred to a new employee category "Career Appointive Employee" (CAE) and to a new retirement system. Only members of the present CIA Career Staff will be eligible for selection to this new category.

2. Persons not members of the CIA Career Staff fall into the following categories:

- Declined
- Denied
- Deferred
- With less than three years service

The first three groups are liquidated by death, resignation, retirement or separation (selection-out) or are subsequently admitted into the Career Staff. If the latter they will then become eligible for selection into the new "Career Appointive Employee" category. Those "with less than three years service" will become eligible for selection into the new category, "Career Appointive Employee," as they pass the third anniversary of their entrance on duty and are screened into the Career Staff. This group constitutes, continuously, about 35% of the total Agency strength.

3. Career Appointive Employees will be appointed subject to the following conditions of employment status, tenure and retirement status. Removal will be only for cause (security mis-conduct, malfeasance, etc.) or by duly constituted selection-out proceedings (marginal performance, conduct unbecoming the Career Service, refusal to accept an assignment, unwillingness to carry out assigned duties).

a. Voluntary retirement at age 50 with 20 years total CIA service and 10 years CIA overseas service.

b. ~~Mandatory retirement at age 55 with 25 years total creditable~~
including and 15 years
government service or CIA overseas service.

c. Mandatory retirement or separation at age 62 regardless of total creditable government service or CIA overseas service.

d. Annual deduction for retirement, ____% of salary.

e. Annuity based on 2% of average 5 year high salary times years of creditable service.

4. 4. Following voluntary or mandatory retirement or mandatory separation under 3a, 3b, or 3c, the following conditions will prevail:

a. Subsequent reappointment to employee status and the consequent enjoyment of retirement benefits (3e) and deductions (3d) will be automatically precluded. To this there would be no exceptions.

b. Subsequent reemployment on a contractual basis, renewable annually when in the interest of the Agency would be possible and would take place in very many cases. The individual would then draw Social Security benefits instead of Retirement benefits. His Retirement benefits would be kept intact pending the time when his employment by the government ceased and would be immediately available without reduction for early retirement, plus his subsequently accrued Social Security benefits.

5. Persons who were re-employed on a contractual basis, following a full tour of duty as Career Appointive Employees (CAE) would constitute a new employee category "Career Contractual Employee" (CCE). Obviously this category of employee would be available only to those who had completed their service as Career Appointive Employees (CAE). Career Contractual Employees (CCE) would enjoy the same rights, privileges, status as would Career Appointive Employees (CAE) except

b. Their total eventual "annuity" or "pension" would be composed of (a) the annuity they had earned through participation in the Retirement System as Career Appointive Employees (CAE) (para. 3d, 3e), plus (b) the annuity they accrued on a year to year basis through participation in the Social Security System as Career Contractual Employees (CCE) (para. 4b).

6. a. All Career Contractual Employees (CCE) would be over age 50 since no one would be eligible for this status until he had completed service as a Career Appointive Employee (CAE).

b. All Career Appointive Employees (CAE) would be under age 62 and the majority would be under age 55 since these age levels would be statutory limitations for this category.

c. The Career Corps of the Agency would then consist of two elements:

(1) 50% Career Appointive Employees

age 25 to 55

goal and incentive -- overseas service

3 years of "probation" or "trial period" prior to selection.

rigidly selected by Career Services and Agency Selection Board

status and tenure

freedom from RIF

ability to plan personal career and estate long in advance.

fixed and predictable retirement goals

privilege of early retirement without reduction

(2) 10% Career Contractual Employees

age 50 to 70

experienced with 20 to 40 years of service both
headquarters and overseas

established retirement estate

freedom to retire at any time

"Separable," in the interests of the Agency, on a maximum of one year's notice, without the indignity of being "fired" and without the need for "hearings" or "charges" on the basis of Agency need, workload, intelligence or operational requirements, or on the basis of health, fatigue, effectiveness or conduct of the individual.

The remaining 40% of the Agency strength will ^{later} now be dealt with.

35% three year

5% misc. misfits

? headquarters housekeeping.

RIF

Legislation

Chart

What are Social Security Benefits